

In His Name - Colleton

Executive Director / CEO

EIN 472023002

SC · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amanda Herndon, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **1035** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

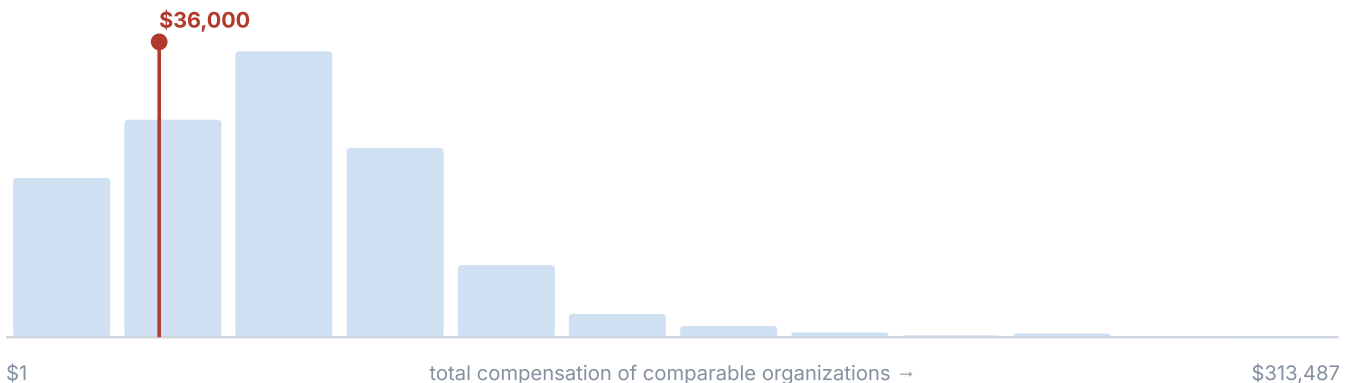
Benchmarked executive: Amanda Herndon — reported title "EXECUTIVE DIR.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$321,473 and \$719,716 — 0.67x to 1.50x the subject's \$479,811 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,035 organizations qualified on sector, size, and geography → **1,035** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,551	\$37,386	\$62,504	\$83,910	\$108,846	\$36,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to SC cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Women's Center Of Tarrant County	TX	\$479,779	President/ceo	\$22,865	\$21,924	2024
Waiting Under The Willow Foundation	TX	\$480,244	Founder/treasurer/executive Director	\$15,475	\$14,838	2024
Hopewell Heights Counseling Inc	KY	\$480,643	President	\$113,077	\$119,890	2023
Interstate Shellfish Sanitation	VA	\$480,764	Executive Di	\$152,203	\$140,867	2024
Fathers Table Mission	CA	\$481,194	Secretary	\$48,000	\$40,904	2023
Claw Corp	OH	\$478,355	President	\$59,357	\$60,262	2024
Cope Foundation Inc	NY	\$481,290	Executive Director	\$95,051	\$82,330	2024
Our Home Inc	OH	\$481,400	Director	\$59,162	\$61,838	2023
Tearfund Usa Inc	MD	\$481,512	Executive Officer	\$120,115	\$104,867	2025
Fairvote Washington Foundation	WA	\$477,853	Executive Director	\$4,396	\$3,884	2023
Bridge The Gap Foundation	TX	\$482,065	Ceo	\$32,000	\$30,683	2024
International Catholic Legislators Network-Western Hemisphere	VA	\$477,100	Vice Presidentcfo	\$3,480	\$3,138	2025
Agape Community Development Center	MS	\$477,078	Executive Director	\$70,609	\$75,381	2024
Perry Human Services	PA	\$482,573	Executive D	\$57,367	\$53,423	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project I See You	CO	\$482,772	Executive Director, Vice-president	\$40,000	\$37,851	2023
Minaret Foundation	TX	\$483,180	Executive Director	\$50,500	\$48,422	2024
Hcu Network America	IL	\$476,261	Executive Officer/secretar	\$72,000	\$67,850	2024
The Teachers Desk Inc	NY	\$475,973	Presidentexecutive Director	\$37,830	\$33,735	2023
Chinuch Guidance And Support Inc	NY	\$475,884	Director	\$31,200	\$27,823	2023
Humanitri	MO	\$475,843	Executive Director	\$99,234	\$100,747	2024
L&b Community Development Corp	AL	\$475,408	Director	\$63,000	\$65,240	2024
Return To Hope Inc	OK	\$484,252	Secretary & Operations	\$50,060	\$54,399	2023
Cambridge Artificial Intelligencer Inc	MA	\$475,001	President Treasurer Clerk Director	\$50,000	\$43,068	2024
Lit Movement	OH	\$484,791	Executive Director	\$67,385	\$68,413	2024
Foster Hearts	WA	\$484,927	President	\$21,631	\$18,564	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to SC cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 1035 organizations. Compensation range \$1–\$313,487; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$479,811); for reference, expenses \$336,181 and assets \$523,100.

ROLE MATCH	Amanda Herndon, reported title " <i>EXECUTIVE DIR.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	21 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness • 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Amanda Herndon) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 1035 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 24th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.